

Top Health Professions with Need for Workforce Development

Profession	Training/Education			Professional Entry Requirements		Other Dimensions of Shortage	Related Occupations/Professions
	Minimum Education Requirements	Who does the training?	Barriers	Who regulates?	Barriers		
1 Behavioral Health (social workers, mental health professionals)	Advanced Degree	California State University (CSU); Private		Board of Behavioral Sciences, Board of Vocational Nursing and Psychiatric Technicians, Board of Psychology		**Practitioners are needed in underserved areas and for underserved populations	Psychiatric Aides, Social and Human Service Assistant, Psychiatric Technician, Marriage Family Therapist, Clinical Social Worker, Educational Psychologist, Psychologist, Licensed Vocational Nurse
2 Clinical Laboratory Scientists	Baccalaureate in science with specific academic courses and 12 months post-baccalaureate training in a Department of Public Health (DPH) approved program	CSU; Private	**Shortage in certain areas of training program slots **Delays in DPH's approval of new internship sites because of shortages of staff at the Laboratory Field Services Division	A certification exam approved by DPH.	**Delays in processing licenses by DPH's Laboratory Field Services Division (there is no backlog)	**Aging workforce	Phlebotomist, Medical and Clinical Laboratory Technician and Technologist, Microbiologist, Nuclear Medicine Technologist
3 Dentists	Advanced Degree	University of California (UC) and Private		Dental Board of California		**Shortage in certain areas (20 percent of California communities have a shortage of dentists) **Underrepresentation of Latino and African American dentists **Underrepresentation of women as dentists	Dental Assistants, Hygienists
4 Imaging Technicians (radiologic, MRI, ultrasound)	Certificate; Associate's Degree	California Community Colleges (CCC) and Private	**Hard to find clinical sites **One preceptor to student ratio **High cost of equipment and instruction **Lack of faculty	The Department of Public Health regulates radiologic (x-ray) professions. California does not regulate ultrasound or MRI technicians; however, most hospitals require that these technicians become registered through their professional organization.			
5 Medical Assistants	None	Regional Occupational Centers and Programs; Adult Education; CCC; Private	**Hard to find clinical sites **High turnover because of low entry salaries **No career pathway because formal training is not required	Not regulated			
6 Occupational Therapists (OT)	Advanced Degree	CCC offer occupational therapy asst.; CSU; Private	**CCC have only four approved assistant programs **High cost program **Low enrollment **Low student/faculty/preceptor ratios	Board of Occupational Therapy	**Minimum education requirement recently increased from Bachelor's degree to Master's degree **National exam will not accept anything less than Master's degree		Occupational Therapist Aide and Occupational Therapy Assistant

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7 Pharmacists	Advanced Degree	UC and Private		Board of Pharmacy	**Revised educational requirements and standards for pharmacy licensure **Historic requirement for California-specific licensure exam	**Underrepresentation of Latino and African American pharmacists	Pharmacy Techs.
8 Pharmacy Technicians	Certificate	CCC and Private	**Lack of faculty **Lack of clinical placement	Board of Pharmacy			Pharmacy Aide, Occupational Therapist Assistant, Medical Equipment Preparer, Dietitian and Nutritionist, Dietetic Technician
9 Physical Therapists	Advanced Degree	CCC;CSU; UC; Private		Board of Physical Therapy		**Underrepresentation of Latino and African American physicians	PT Assistants
10 Physicians and Surgeons	Advanced Degree	UC and Private		Medical Board of California		**Underrepresentation of Latino and African American physicians	
11 Public Health Microbiologist	Baccalaureate degree in microbiology and six months post-baccalaureate training in a DPH approved program	CSU; UC; Private		DPH administers exam.	**Due to a shortage of training sites, there are currently 300 people waiting to receive training for Public Health Microbiologist Licensure		
12 Registered Nurses	Associate's Degree	CCC; CSU; Private	**Faculty shortages limit enrollment **High cost program **Completion rates problematic	Board of Registered Nurses		**Limited number of slots for nursing school compared to number of qualified candidates **School approval process can be cumbersome **Diminishing in-migration from other states **Multiple paths to RN certification	Certified Nursing Assistant, Licensed Vocational Nurse, Nurse Practitioner, Certified Registered Nurse Anesthetist, Certified Physician Assistant,
13 Respiratory Therapists	Associate's Degree	Adult Education; CCC; Private		Respiratory Care Board			

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14 Speech Pathologists	Master's Degree	CCC; CSU; Private	**CCC offer speech language pathology assistant. Program, there are only one or two programs **Low enrollment **Low student/faculty/preceptor ratios **Difficulty finding faculty and preceptors	Board of Speech-Language Pathology and Audiology			Board made changes to its entry-level licensing provisions for the speech-language pathology assistant category (which is a licensed support personnel category) in order to create more pathways to licensure.	

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Notes
<p>Shortage exists in public health services. Many public service employees went to work for California Department of Corrections and Rehabilitation when salaries were increased.</p>
<p>One of Employment Development Division's (EDD) fastest growing occupations - projected 30.8% growth from 2006 to 2016</p>
<p>OT must obtain Master's degree but OT assistants only need Associate's degree, which makes the assistants' pathway to OT licensure very difficult (and unlikely).</p>

Notes
<p>One of EDD's fastest growing occupations - projected 26.1% growth from 2006 to 2016</p>
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<p>One of EDD's fastest growing occupations - projected 29.7% growth from 2006 to 2016</p>
<p>One of EDD's fastest growing occupations - projected 25% growth from 2006 to 2016</p>
<p>Board is preparing to conduct outreach campaign to recruit more respiratory therapists. Plan to target high schools & junior colleges. Applicants who meet educational requirements but have not passed the test are given 90-day work permits, with which they can practice until they obtain their license. Board also has a pathway to licensure called "Education Waiver" for applicants who do not meet the current minimum education requirements, but qualify for an education waiver based on a combination of prior licensure, education and/or work experience (California Code of Regulations section 1399.330).</p>

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